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Sanitized - Approved For Release :  Outline of notes for discussion with General 

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1. Assignment of two senior IO's overseas returness to Task Force -- their comments re handling of returnees -- personalized.


2. Individual cases give rise to consideration of general problem. Pre-determined assigned ^{MENT} returnees part of rotation program but also instantly points up need for frank discussion with individual and evaluation of his past work and future potential.

3. Rotation problem as such thus far successfully hidden by expansion of Agency. Rotation program must consider following factors:

a. Disproportionate overseas -- Headquarters strength

b. Relative length tours of duty.

c. Fact certain minimum hard core always Headquarters staff. Fact large percentage overseas are field type only.

d. Reconsideration length of tour any personnel same station re return on investment, i.e., not more than 14 months effective work in two year tour. Suggest reexamination with perhaps two week TDY Station Chief after 18 months. 3 YR TOUR - REFER 

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e. A related and part of rotation problem and leading to other considerations is the matter of grade of returnees versus available Headquarters assignment. Impossible problem within division. Very difficult within office. Possible solution Agency wide. Ties in with inter-office job rotation in career development program. Part of possible solution might up by 10% fat in TO's or abolish normal Civil Service procedure and allow excess grade in position. Some suggestion has been in building career service requirements, foreign service and Armed services technique or philosophy of the grade residing in the individual rather than the position.

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f. Another related problem area is that of the continuing maintenance of cover during tours of duty in Headquarters. Part of this is the switching back and forth of vouchered and unvouchered payrolls (which in addition to certain security problems certainly creates a very clear additional administrative burden) and perhaps even more important the matter of the Agency providing dependable machinery to support the cover story during the Washington tour. Matter of employment verification, credit references, telephone service, etc. The matter of security in terms of cover stories, credit references and so forth is a joint problem obviously of security, personnel and the operating people.

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